

Fairventures Code of Conduct

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This Code of Conduct governs the activities of Fairventures Worldwide globally.

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Vision, Mission and Values

Fairventures is a German-based reforestation and value-chain development organization.

- **Fairventures Vision:** Fairventures will be a global leader in the reforestation of degraded land and the conservation of biodiverse forests on a large scale, in economically viable systems that benefit local communities.
- **FVW Mission:** We combine best-practice agroforestry and technology to create sustainable forests where local communities can economically thrive and global value-chain actors can contribute to reforestation, increased biodiversity and the reversal of climate change.
- **FSF Mission:** We create and implement successful scalable business models for deforestation-free tropical timber and selected cash crops that benefit local communities, investors and the environment.

We are...

- Pragmatic visionaries
- Expert foresters, timber engineers and economists
- Believers that agroforestry and innovative technology will reforest degraded areas
- Convinced that economic models are the drivers of change
- Transparent, accountable and strive to learn from our successes and challenges
- Committed to each other and the communities we serve

Our Core Values

- **Idealism:** We act to make the world a better place.
- **Respect:** We embrace and respect the communities with which we engage.
- **Entrepreneurialism:** We believe in entrepreneurial innovation.
- **Challenge-seeking:** We work on solutions for global challenges.
- **Responsibility:** We take calculated risks and responsibility for our actions.
- **Independence:** We work towards our vision and don't bend to outside interests.
- **Openness:** We welcome and share content and feedback on our concepts and actions and look for like-minded partners for implementation.

Open-door and Mentoring Focus

Fairventures has an open-door policy to encourage transparent and flexible communication between team members. Employees are the heart of Fairventures, and they are open to give and receive constructive feedback up and down lines of authority. Team members provide feedback to senior management without hesitation. Fairventures works to foster a culture of openness and trust.

Fairventures managers support team members and are open to communication, in person and virtually. Fairventures aims to build the capacity of all of its employees and consultants and strives to be an organization where people are excited to come to work and are dedicated to constantly learning and improving. Fairventures employees are mentors to all colleagues and work to build capacity whenever the opportunity arises.

Professionalism

Fairventures employees embody integrity and professionalism in the workplace.

Job Description Fulfillment

- Fairventures employees work to fulfill job descriptions with integrity and respect toward each other and stakeholders. Employees are focused, careful and responsible. They actively discuss challenges with supervisors and are open about being able to meet set targets. Employees are able to discuss the content of a Job Description with a supervisor at any time and discuss modifications, changes and additions.

Supervisor Encouragement and Use of Authority

- Supervisors and managers use encouragement and coaching to help employees grow. Supervisors actively delegate duties to team members, taking into account competences and workload. Supervisors provide continuous constructive feedback and support to all Fairventures employees.

Transparency

- Fairventures promotes openness in implementation and decision making. Information obtained in the course of employment is not to be used to harm Fairventures, for personal gain or benefit or passed to others who might use it in such a way.

Corruption

- Fairventures is a transparent and merit-based organization. Bribery, nepotism, kick-backs and other forms of corruption are not tolerated in any form.

Conflict of Interest

- Fairventures employees and consultants take sufficient care to separate business from private spheres. Employees and consultants immediately reveal conflicts of interest to superiors and resolve any conflicts objectively with all parties involved.

Workplace Environment

Fairventures maintains a workplace where employees feel safe and fulfilled. Fairventures does not tolerate intimidation, humiliation or sabotage in any form in the workplace.

Health and Safety

- Fairventures complies with legal standards of respective governments and creates a hazard-free workplace. Fairventures uses risk assessment, incident reports and analysis to provide the best working environment possible for all employees.

Safe Workplace

- Fairventures is a violence-free work environment. Any form of violence or the threat of violence in the workplace is not tolerated.

Discrimination

- Fairventures does not tolerate or promote any type of discrimination. Any action or statement that puts an individual at a disadvantage, or acts to humiliate or ridicule an individual are acts of discrimination.

Sexual Harassment

- Sexual harassment committed by any employee or consultant of Fairventures is not tolerated in any form.

Fairventures Employee Advocate

Fairventures employees who feel the Code of Conduct has been violated and are not comfortable contacting their Supervisor, a Human Resources representative or the Executive Director, have the option to turn to the Employee Advocate for support. He/she is a locally-elected employee who will act on behalf of the employee and support him/her in addressing concerns. The Employee Advocate will help represent the employee and work with the management to resolve Code of Conduct violations.

- Fairventures should have at least one Employee Advocate in each country.
- An Employee Advocate is contracted in the local office and is not the Country Director, Member from Management Team or a person with a human resources responsibility.
- Employee Advocate elections should take place yearly.
- Ideally two people should be elected by the country team, one man and one woman.
- An Employee Advocate will raise an issue to the Country Director and the Executive Director. Serious cases will be discussed and solutions found at the Management-Team level.
- The Employee Advocate in Germany has the option to raise an issue to another member of the Management Team in cases involving the Executive Director.
- The Fairventures Speaker of the Board must be consulted if the Management Team cannot resolve the situation.

Leadership of Fairventures Worldwide

FVW is formally led and represented by the Executive Director. Internally, the leadership is delegated to the Management Team. The Management Team is a decision-making committee with each member having an equal vote. Composition of the Management Team is:

1. The FVW Executive Director
2. The FVW Program Development Director
3. The FVW Operations Director
4. The FVW Finance and Administration Director
5. The FVW Digitalization Director
6. The FVW Country Director for Indonesia
7. The FVW Country Director for Uganda
8. The FSF CEO.

Compliance

Fairventures Employees conduct themselves in line with the Code of Conduct. Compliance with the letter and spirit of the Code of Conduct is required for all levels of authority, all Fairventures employees and all Fairventures consultants. Violations of the Code of Conduct can result in disciplinary action, including termination of employment.